



**Aquatic Ecologist
Nearshore Habitat Program
Aquatic Resources Division**

Recruitment # 2006-07-4681

AGENCY MISSION AND CHALLENGE:

The mission of the Department of Natural Resources (DNR) is to provide professional, forward-looking stewardship of our state lands, natural resources, and environment. DNR provides leadership under the Commissioner of Public Lands, an elected official, in creating a sustainable future for the State Trust Lands.

At the DNR, we envision a future in which our human and natural environment provides abundant and diverse social, ecological, and economic benefits for the people of Washington, in this and all future generations. In acting to ensure the vision, we ensure sustainability.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. Since 1970 DNR-managed lands have generated \$6 billion that support public schools, state institutions and county services. These lands also provide public benefits that include fish and wildlife habitat, clean and abundant water and public access to outdoor recreation. The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees. For more information about the department, see the DNR website at www.dnr.wa.gov

Job Classification: Natural Resource Scientist 3

Type of Position: Permanent, Full-time

This position is represented by the WFSE. Once appointed to this position the incumbent will be required to pay union dues or other representation fee within the first 30 days of employment.

Monthly Salary Range: \$4,106 - \$5,258

Benefits Package: Health and dental insurance, retirement pension, vacation, sick leave and holidays

Posting Date: July 26, 2006

Closing Date: August 25, 2006

Location: Olympia, WA

POSITION PROFILE

There is currently one opening in the Stewardship Science Program for an Aquatic Ecologist. The person selected will lead the Stewardship Science Team in its efforts to evaluate threats to aquatic resources managed by Washington DNR and identifying strategies to minimize and mitigate for those threats. The position helps DNR fulfill its mandate to 'ensure environmental protection' by providing sound data and assessments of state aquatic resources. Washington DNR is responsible for land management of state-owned aquatic lands, including more than 2.4 million acres of habitat underlying tidal waters, navigable lakes and rivers. This position will also serve as a senior scientific expert on Washington DNR's efforts to develop strategies for managing liability under the Endangered Species Act including development of a Habitat Conservation Plan.

This position works with a team of scientists to assess interactions between land use activities and habitats managed by Washington DNR. Position reports to the science support program manager and assigns work to stewardship team members, but does not supervise staff. Washington DNR currently manages more than 4,000 use agreements for use of state-owned aquatic lands. The team lead identifies and develops projects in consultation with scientist, staff and managers to address potential threats to natural resources, identify conservation and restoration priorities, and to create scientific tools to aid land management activities. The position also works as a team-member on the agency's endangered species act compliance team (<http://www.dnr.wa.gov/htdocs/aqr/esa/index.html>). This position will be responsible for drafting and evaluating scientific components of controversial and critical plans of statewide significance.

REQUIRED POSITION QUALIFICATIONS

This position requires expertise in aquatic ecology, human impacts to aquatic systems, as well as conservation, restoration and mitigation methods. Demonstrated skills in the following areas are required:

- Experience applying science to landscape-level or habitat conservation plans.
- Understanding of aquatic biological and ecosystem processes.
- Ability and experience communicating complex scientific information clearly in written and oral formats to scientists, managers, and publication in peer-reviewed journals.
- Expertise in the use of inventory and monitoring data for resource management.
- Successful experience with project management and technical guidance of staff through all phases of scientific inquiry, including developing and maintaining project timelines and achieving consensus among team members
- Ability to apply scientific information to specific aquatic land management situations.
- Familiarity with the Endangered Species Act.
- Ability to establish and maintain effective working relationships through tactful and ethical behavior and conflict resolution.
- Knowledge of the principles and practice of aquatic resource management.
- Strong analytical skills.

All DNR employees are required to consistently demonstrate the following core competencies: Enduring Stewardship, Visionary Leadership, Inclusive Decision Making, Creative Solutions, Respectful Relationships, Personal Responsibility. In addition to the core competencies, the incumbent is expected to consistently demonstrate the following position-specific key behaviors:

Team Leadership: Actively taking steps to build cohesive and results-oriented team as follows: Promotes cooperation within the work unit, recognizes and encourages the behaviors that contribute to teamwork, creates commitment to team goals, helps remove obstacles for the team, leads the work of other scientists to produce a cohesive end product.

Innovation and Change: Seeking and acting on opportunities to improve, streamline, re-invent work processes, helping others to overcome resistance to change.

Work Processes & Results: Providing products and services that consistently meet or exceed the needs and expectations of customers, producing accurate and timely work with minimal supervision, achieving results, informing supervisor or appropriate others of problems, and identifying issues and alternative solutions.

Communication: Participating in meetings in an active, cooperative, and courteous manner, making effective oral presentations before groups, and writing clearly and succinctly.

All of the skills and competencies described above are generally achieved through a Master's degree in aquatic sciences or ecology and four years of professional research experience, or a Ph.D. degree in aquatic sciences or ecology and two years of professional research experience.

DESIRED POSITION QUALIFICATIONS

- Working experience in marine, estuarine and fresh waters in the Pacific Northwest, especially areas within Puget Sound.
- Familiarity with shoreline management policies in Washington State.
- Familiarity with the principles of adaptive management and use of Best Available Science.
- Knowledge of contract scoping, writing, RFP process, selection and contract management
- Familiarity with Washington DNR's aquatic resource management responsibilities.
- Familiarity with spatial data and geographic information systems (GIS) principles, software, and database design and planning.

SPECIAL POSITION REQUIREMENTS AND WORKING CONDITIONS

This position requires travel for field work, meetings, and conferences. Working hours are variable, and are based on project workloads, field work schedules, and meeting/conference schedules. Some evening and weekend work is required year-round.

WHO MAY APPLY

This recruitment is open to anyone who meets the required qualifications for this position.

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer.

Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

APPLICATION PROCESS

Interested and qualified candidates should submit:

- A letter of interest (not more than two pages) describing your qualifications as they relate to the position. Letter of interest should also address: 1) Experience applying science to landscape-level or habitat conservation plans; 2) Experience applying inventory and monitoring data to resource management; and 3) Experience with project management and technical guidance of staff.
- A current resume
- A completed [Washington State Application](http://www.dnr.wa.gov/jobs/stateapp.doc) – www.dnr.wa.gov/jobs/stateapp.doc

The initial screening will be based on information contained in your letter of interest and your resume or state application.

Submit all materials by the closing date to:

E-mail

DNRrecruiting@wadnr.gov

Please indicate recruitment **#2006-07-4681** in the subject line of your e-mail.

By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.

For more information about this position, the qualifications or the Department please contact Chris Hanlon-Meyer, hiring supervisor, at (360) 902-1081 or Chris.Hanlon-Meyer@wadnr.gov